



NUHW NEWS AND VIEWS

Seton Medical Center — Seton Coastside

FEBRUARY 2018

UPCOMING 2018 NUHW OFFICERS ELECTION

Over the next few months NUHW will be holding elections for union officers, including president, secretary-treasurer, and the vice presidents who make up NUHW's Executive Board. The NUHW Constitution calls for elections of officers every three years between January and March.

Nominations for all members of the Executive Board are done by petition. This year, the nomination period began on Wednesday, January 31, and will conclude on Wednesday, February 14, at 5 p.m.

The election will be conducted by secret mail-in ballot by all regular, retired, and staff members who have paid dues for January 2018 prior to 5 p.m. on February 14.

Ballots for all contested positions will be mailed on Friday, March 9 and must be received by Friday, March 30 at 5 p.m.

Ballots will be counted in the Emeryville NUHW office on Saturday, March 31 at 10 a.m.

The **Notice of Local Union Nominations & Election of Officers** was posted by union staff on the official union bulletin boards in Seton Medical Center and Seton Coastside between January 8 and January 14. The same notices were mailed on Wednesday, January 17.

For more details see the posting in each of the official union bulletin boards and contact your union representative, John Avalos, at javalos@nuhw.org or (415) 359-8367.

IS SETON ALLOCATING ADDITIONAL HOURS FAIRLY?

Maintaining staffing at Seton Medical Center and Seton Coastside has always been a challenge. Seton needs clear and understandable rules to manage staffing assignments on the floors and at Coastside.

Several members are upset with how management allocated additional hours in recent weeks using "Call-Em-All," an automated messaging service that Seton uses to notify staff of vacant shifts.

Our contract sets priorities for how management should assign additional hours and make call-offs, but Seton has implemented a "fastest to call in" rule when CNAs and LVNs respond to Call-Em-Alls.

In February, NUHW will survey CNAs and LVNs on how the Call-Em-All policy is working. Are people satisfied with the Call-Em-All rules? Are the rules understandable? Is the process easy to follow? Is management making decisions made with transparency and with consistency? What do you know about the rules around allocating additional hours that other hospitals and skilled nursing facilities use? The survey will explore these questions and more.

Be on the lookout for the survey and share your experience and opinions. If you think improvements are necessary, please share your ideas for possible solutions.

INTRODUCING JOHN AVALOS, NUHW'S NEW ORGANIZER AT SETON

I am honored to be the new organizer and representative at Seton Medical Center and Seton Coastside.

For the past year, I have been working as NUHW's Education and Training Coordinator where I facilitated the union's training program. I enjoyed the work, but wanted to participate more directly with NUHW members and help build union member power in the workplace.

I live in the Excelsior District of San Francisco, very close to Seton Medical Center. Living nearby gives me a great opportunity to provide responsive representation. As an organizer, I know that workers have a lot of power to win dignity and respect in the workplace and strong union contracts that will strengthen their families' lives, health, and economic security.

Prior to working at NUHW, I served two terms on the San Francisco Board of Supervisors where I fought for jobs and worker rights, affordable housing, expanded healthcare, better neighborhoods, richer public services, stronger public education, and safe and clean environments.

I also come from a union background. My father was a shop steward with the International Longshore and Warehouse Union, so I know deep down just how vital unions are for working people.

I'll be coming around multiple times a week to meet as many of you as I can. If you'd like to set up a time to meet, don't hesitate to contact me at javalos@nuhw.org or (415) 359-8367.

I look forward to getting to know you and fighting alongside you for respect and dignity at Seton.

